

JOB DESCRIPTION

POST TITLE: Strategic Director, Housing

GRADE: G20

DEPARTMENT: Housing

REPORTS TO: Chief Executive

PURPOSE OF THE JOB

- As a member of the corporate management team, to work collaboratively with elected members, the chief executive, senior officers and partners to achieve the priorities and commitments in the council delivery plan
- To provide high quality professional advice on all matters related to the housing functions of the council
- To provide strategic leadership to a directorate responsible for services to tenants and leaseholders, the maintenance and safety of the council's housing stock, and building new homes
- To ensure compliance with all relevant statutory, regulatory and professional requirements, including those defined by the Building Safety Act 2022 and the Regulator of Social Housing

PRINCIPAL ACCOUNTABILITIES

1. To lead the development and delivery of the council's vision for housing
2. To act as the principal advisor to elected members, the chief executive and senior officers on all matters related to housing and the responsibilities of the housing directorate
3. To develop and implement long-term strategies and policies for all services, functions and matters associated with housing, ensuring that all relevant legislative, statutory, regulatory and corporate requirements are met
4. To provide strategic leadership, direction and guidance to employees within the housing directorate, ensuring continuous improvement and full adherence to all relevant professional standards and best practice

5. To ensure the effectiveness, availability and customer focus of all services within the housing directorate
6. To provide a clear leadership focus on tenants and their experience, ensuring tenants are fully involved as partners in the development and delivery of housing services
7. To set, achieve and be accountable for performance targets aligned to the priorities and commitments in the council delivery plan
8. To collaborate with external partners and stakeholders to develop integrated, co-ordinated approaches to service delivery and maximise investment in capital programmes
9. To champion compliance, health and safety, and risk management, ensuring there are appropriate arrangements in place to keep tenants and leaseholders safe, and to fulfil all associated statutory and regulatory requirements
10. To allocate, monitor and manage significant capital and revenue budgets, ensuring value for money and financial control
11. As a member of the corporate management team, to provide strategic leadership to the whole council, including through the direct leadership of cross-council change programmes
12. To ensure the council's interests are promoted in policy, resource and planning decisions made at a regional and national level
13. To ensure that all relevant statutory, regulatory, professional and corporate requirements are met
14. To participate in the council's Gold rota and ensure emergency response functions are discharged effectively and efficiently
15. To observe and fulfil the seven principles of public life (also known as the Nolan Principles)
16. To model the behaviours required of all staff and demonstrate commitment to the council's values

JOB CONTEXT

Organisational context

As a member of the corporate management team, the postholder will share collective responsibility for the council's overall programme of service delivery, including the achievement of priorities and commitments in the council delivery plan.

The postholder will lead the design and delivery of programmes, projects and services that have a significant long term impact on existing and future residents of the borough. This work will involve the development of innovative strategies, solutions and partnerships that enable the postholder to secure high quality outcomes and best use of resources.

The postholder will work across the council in a collaborative and collegiate way to join up portfolios, departments and services and ensure the council is more than the sum of its parts.

The postholder will demonstrate highly visible leadership to a diverse workforce in the region of 5,000 employees.

The council is the largest local authority social landlord in London and the fourth largest nationally, managing 55,000 homes lived in by 40% of Southwark residents. The council's housing stock includes nearly 200 high rise blocks. The council is responsible for the largest council house building programme in the country and is working to build 11,000 council homes by 2043.

Structural arrangements

The postholder will report to the council's chief executive and be a member of the corporate management team.

The postholder will be accountable to the council's chief executive, leader and cabinet, and relevant committees.

The postholder will have line management responsibility for a directorate management team and overall responsibility for all employees within the housing directorate (currently c.800 FTE). The number and type of staff groups within the directorate may vary, but will generally comprise professional, technical and operational support staff. The postholder will lead and shape this workforce to achieve organisational objectives.

Financial responsibilities

The postholder will manage, control and influence complex revenue and capital budgets of highly significant value (hundreds of millions of pounds).

The postholder will have responsibility for large scale expenditure and investment considerations with long-term strategic impact.

Contacts

The postholder will have regular contact with elected members, the chief executive and other senior officers. The postholder will use expert knowledge and skills to provide advice and negotiate independently while guiding others in how to achieve service and organisational outcomes. The postholder will seek to build consensus between internal and external parties who may have differing interests.

The postholder will be responsible for representing the council to partners, contractors and stakeholders, including government departments and agencies. In doing so, the postholder will exercise significant influence over the use of public and private resources in order to achieve positive outcomes for the council and the residents of Southwark.

Grade/Conditions of Service

This post has been assigned a grade of G20.

Conditions of service are governed by the Joint Negotiating Committee (JNC) for Chief Officers as amended by Southwark Council.

Working hours are a minimum of 36 hours per week. The postholder is expected to work the hours required to get the job done. Hours are in accordance with the requirements of the service and the postholder may be expected, on a regular basis, to work outside of normal office hours, including attendance at evening meetings.

This post is considered politically restricted under the terms of the Local Government and Housing Act 1989 (as amended) as a 'specified role'.

Employment is subject to a probationary period of twenty six weeks from the postholder's start date with Southwark Council, during which time the postholder will be required to demonstrate to the council's satisfaction their suitability for this position.

PERSON SPECIFICATION

The person specification describes the knowledge, experience and skills required to carry out this role.

Key: **S** Shortlisting criteria
I Evaluated at interview
T Subject to testing

Knowledge, including qualifications	How assessed
Expertise in social housing including in depth knowledge of all associated statutory, regulatory and professional requirements	S I
Detailed understanding of key issues facing local government, including the legal, financial and political context of public sector management	S I
Degree or equivalent professional qualification or experience	S
Evidence of continued professional, managerial and personal development	S I

Experience	How assessed
A track record of achievement at a senior management level in a local authority or similarly large, complex organisation	S I
Experience of working with politicians at a local and national level to secure agreement to policy solutions aligned to strategic organisational goals	S I
Experience of establishing and developing partnerships and joint working opportunities within a complex policy and service delivery environment	S I
Experience of leading, motivating and inspiring diverse groups of professional employees	S I
Experience of developing and maintaining a strong performance culture that supports continuous improvement and a relentless focus on meeting the expectations and/or needs of residents and service users	S I

Aptitude, skills and competencies	How assessed
Passion for and commitment to public service delivery and local democracy	S I
Commitment to Southwark Council's values and our ambition to become an ever more inclusive, anti-racist organisation	S I

Aptitude, skills and competencies	How assessed
Ability to work collaboratively as a member of the corporate management team and take responsibility for the work of the whole council	S I
Ability to think and act strategically, identify and understand linkages within and beyond organisational boundaries, and set clear direction and priorities	S I
Ability to establish strong, positive relationships across and beyond the organisation, including building and maintaining personal and professional credibility with elected members, partners and stakeholders, and peers	S I
Ability to communicate with authority and influence to a diverse range of audiences, presenting information, advice and recommendations in a clear and convincing way	S I
Ability to command respect and exert influence, including through local, regional and national networks	S I
Ability to provide motivational leadership to employees at every level of the organisation	S I
Ability to think laterally and develop innovative, creative solutions to complex and challenging problems	S I